



Disability Equality Statement

For staff and students in Colleges of Further and Higher Education

1. Statement aims

South Eastern Reginal College will ensure that:

- as an employer and an education provider, the requirements of the Disability Discrimination Act, the Special Educational Needs and Disability (NI) Order 2005, the College Equality Scheme, duties in the Disability Action Plan and requirements in relevant legislation are met.
- internal policies and procedures are designed to promote equality of opportunity, good relations and inclusion.

2. College Commitment

This Disability statement sets out the College's commitment to both potential and existing employees and students with a disability.

The College is committed to:

- a policy of equal opportunity and seeks to ensure that disabled staff and students have equitable access as far as reasonably possible to the full range of facilities, services and aspects of College life.
- creating an environment where those with disabilities are comfortable in disclosing their disability and are provided with opportunities to disclose at various stages throughout their time at the College.

- providing access to the appropriate reasonable adjustments to enable those with disabilities to overcome any arrangements and/or physical features that make it difficult to access or participate in all aspects of College life.
- preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation.
- treating all staff and students with dignity and respect, and will seek to provide a positive and safe working and learning environment.

3. Definition of Disability

For the purpose of this statement, disability is defined as “a physical or mental impairment, which has a substantial and long term adverse effect on a person’s ability to carry out normal day to day activities” (Disability Discrimination Act 1995)

4. Monitoring and Review

This document will be monitored and reviewed on a regular basis.